

EQUIPMENT AND RESOURCES

There needs to be a Resource Policy and a Resource Audit, most of what remains is out of date and needs to be thrown away. The resources are inadequate to support the National Curriculum, there should be a review on what the capitation has been spent on over the last few years, it certainly has not been spent on resources for the Nat.Curr. Purchasing therefore needs to be prioritised.

STAFFING AND STAFF DEVELOPMENT

Teachers - the number of Teacher is very favourable, there are specialists in various areas, e.g. Science, English, Woodwork, P.E.

The teachers should be given new job descriptions to cover other areas of responsibility and areas in the National Curriculum that need developing. You have the allocated time to be able to negotiate this with the staff or even demand it. These job descriptions would be taken with L.E.A. advice and linked to the school development programme. There are no Special School assistants, there should be especially with the younger children and in the craft subjects.

The Care Side is very generously staffed, there is a good structure and staff can see the possibility of promotion and career structure. The appointments of two N.S.O.'s was good to see.

The H.M.I.'s were amazed at the levels of absenteeism, quoting one staff to have 86 working days absent over a period of one year, they were amazed this was tolerated, and thought disciplinary action should be taken in these incidences. They advised that this was monitored very carefully and staff absenteeism recorded with information passed on to the LEA.

There was no evidence of appropriate INSET for teachers or care staff. There was no involvement in the introduction to the National Curriculum through inset. The INSET needs to be linked to the School Development plan. There is urgent need for National Curriculum training, staff will now have missed the initial introductory training. The training budget is modest there is no, budget for the Care staff. That needs to be addressed, especially in the areas of Child protection and Middle management. Staff have been promoted to middle management posts with extra responsibilities without the necessary training, especially in the handling of people. The perception of the Care Staff and their status needs to be addressed. The Supervision system is a positive system where staff are accountable and it is very pleasing to see it in place.